



C A L I F O R N I A D E P A R T M E N T O F

Mental Health

[www.dmh.ca.gov](http://www.dmh.ca.gov)

## CONTINUOUS EXAMINATION

# OPEN SPOT FOR NAPA STATE HOSPITAL JEWISH CHAPLAIN

The Department of Mental Health is an Equal Employment Opportunity employer committed to ensuring the rights of every applicant and employee to work in an environment free from unlawful discrimination and harassment and without regard to race, color, sex/pregnancy, gender, age (40 and above), religion, marital status, national origin, ancestry, disability (mental and physical, including HIV/AIDS), medical condition (i.e., cancer or genetic characteristics), political affiliation or opinion, or sexual orientation.

It is the objective of the State of California to achieve a drug-free state workplace. Any applicant for State employment will be expected to behave in accordance with this objective because the use of illegal drugs is inconsistent with the law of the State, the rules governing civil service, and the special trust placed in public servants.

### EXAMINATION TYPE

This is an open examination for the Department of Mental Health, Napa State Hospital. Examination and/or Employment Applications will not be accepted on a promotional basis. Career credits do not apply.

### HOW TO APPLY

Please submit an Examination and/or Employment Application (STD. 678) form to the address indicated below. **DO NOT SUBMIT EXAMINATION AND/OR EMPLOYMENT APPLICATION FORMS TO THE STATE PERSONNEL BOARD.**

**NOTE:** All Examination and/or Employment Application forms must include: "to" and "from" dates (month/day/year); time base; and civil service class titles. Examination and/or Employment Application forms received without this information will be rejected. Resumes will not be accepted in lieu of a completed Examination and/or Employment Application (STD. 678) form.

### WHERE TO APPLY

MAIL OR HAND DELIVER EXAMINATION AND/OR EMPLOYMENT APPLICATION FORMS TO:

**NAPA STATE HOSPITAL  
PERSONNEL OFFICE  
2100 NAPA-VALLEJO HIGHWAY  
NAPA, CA 94558  
(707) 253-5611 / TDD (707) 253-5768**

### EXAMINATION ELIGIBILITY LIMITATION

A candidate may be tested only once during any testing period. The testing period for this classification is once every 12 months. If you have taken an examination for this classification with the Department of Mental Health, Atascadero, Coalinga, Metropolitan, Napa or Patton State Hospitals or with Salinas Valley or Vacaville Psychiatric Programs within the last 12 months, you are not eligible to compete in this examination.

### FINAL FILE DATE

**CONTINUOUS TESTING – NO APPLICATION DEADLINE.** Testing is considered continuous as examining dates may be set at anytime.

### SPECIAL TESTING ARRANGEMENTS

If you have a disability and need special testing arrangements, mark "yes" on Question #2 on the Examination and/or Employment Application form. The Selection Services Unit will contact you to make special testing arrangements.

### IDENTIFICATION REQUIRED

Note: Accepted applicants are required to bring either a photo identification card or two forms of signed identification to each phase of the examination.

**SEE REVERSE SIDE FOR ADDITIONAL INFORMATION**

**JEWISH CHAPLAIN**

**XT40/9919**

**FINAL FILLING DATE: CONTINUOUS**

## SALARY RANGE

\$3894- \$4867

The salaries used in the bulletin may not reflect all pay raises or any additional bonuses. You should verify the salary level(s) with the department personnel office before making any commitments.

REQUIREMENTS FOR  
ADMITTANCE TO THE  
EXAMINATION

It is your responsibility to make sure you meet the education and/or experience requirements stated on this announcement on the date you submit your application. Your signature on your Examination and/or Employment Application form indicates that you have read, understood, and possess the basic qualifications required.

**NOTE: All applicants must meet the education and/or experience requirements for this examination by the testing deadline established by the testing office.**

MINIMUM  
QUALIFICATIONS

Qualifying experience may be combined on a proportionate basis if the requirements stated below include more than one pattern and are distinguished as "Either" I, "or" II, "or" III, etc. For example, candidates possessing qualifying experience amounting to 50% of the required time of Pattern I and additional experience amounting to 50% of the required time of Pattern II may be admitted to an examination as meeting 100% of the overall experience requirement.

**Either I**

Ordained rabbi, duly accredited by, and in good standing with, a recognized California rabbinical body.

**Or II**

A lay person or a vested Cantor who has demonstrated pastoral competence as certified and endorsed by the Board of Rabbis of Northern California or the Board of Rabbis of Southern California.  
**And**

Experience: Two years of experience in one or a combination of the following:

1. As a chaplain in the armed services, or in a public or private institution. **or**
2. As either a rabbi or assistant rabbi of a congregation. **or**
3. As an ordained rabbi in religious education work, as a teacher, or as a director of religious education or of young people's activities, or as a Hillel director. **And**

Either one or a combination of the following:

1. Completion of twelve months or four quarters of a full-time resident clinical pastoral training program approved by the National Conference on Clinical Pastoral Education. **or**
2. Completion of the equivalent of two years of full-time supervised clinical or field training in pastoral care, social work, psychology, counseling and guidance, or other related fields. **or**
3. The equivalent of one year of service as a National Jewish Welfare Board approved civilian chaplain.

(Full-time graduate study, beyond studies required for ordination, if in pastoral counseling, psychology, or a related field may be substituted for a maximum of six months of the clinical pastoral training, or supervised clinical or field training, or civilian chaplain service, on the basis of one year of graduate study for three months' training or service.) **And**

Education: Completion of theological studies for ordination as a rabbi at a recognized Jewish theological school; and equivalent to graduation from college with a minimum of 12 semester units in counseling, psychology, or a related field.

SPECIAL PERSONAL  
CHARACTERISTICS

Demonstrated aptitude for working effectively with the socially abnormal; interest in the welfare and spiritual needs of institution residents; insight into factors involved in the development of behavior problems, including a knowledge of mental disorders and principles of mental hygiene; ability to handle stressful situations; adaptability; firmness; patience; self control; tact; good address; neat personal appearance; pleasant and wholesome personality; and good judgment in moral, ethical, and religious matters.

## POSITION LOCATION(S)

Napa State Hospital.

**EXAMINATION  
INFORMATION**

**This examination will consist of a Qualifications Appraisal weighted 100%.** In order to obtain a position on the eligible list, a minimum rating of 70% must be attained. ***Candidates who do not appear for the interview will be disqualified.***

**EXAMINATION SCOPE****QUALIFICATIONS APPRAISAL – WEIGHTED 100%**

In addition to evaluating the competitors' relative abilities as demonstrated by quality and breadth of experience, emphasis in the examination will be on measuring competitively, relative to job demands, each competitor's:

**Knowledge of:**

1. Factors involved in the development of behavior problems, including mental disorders and the principles of mental hygiene.
2. Purpose of mental and correctional institutions.
3. Methods of rehabilitation.

**Ability to:**

1. Organize, prepare, and conduct religious services and courses on ethics, religion, and sacred music.
2. Counsel with institution clients/residents and their families on moral and ethical problems.
3. Establish rapport with institution clients/residents.
4. Analyze situations accurately and adopt an effective course of action.

**ELIGIBLE LIST  
INFORMATION**

A departmental open eligible list will be established for the Department of Mental Health, Napa State Hospital. The eligible list will be used to fill vacancies at Napa State Hospital only. Names of successful competitors are merged onto the list in order of final score, regardless of date. Eligibility expires 12 months after it is established, unless the needs of the service and conditions of the list warrant a change in this period.

**VETERANS PREFERENCE**

Veterans preference credit will be added to the final score of all competitors who are successful in this examination and who qualify for, and have requested, these points.

**GENERAL INFORMATION**

**For an examination without a written feature** it is the competitor's responsibility to contact the Department of Mental Health, Selection Services Unit at (916) 654-2351 three weeks after the application deadline date if she/he has not received a progress notice.

**If a competitor's notice of oral interview** or performance test fails to reach her/him prior to the day of the interview due to a verified postal error, she/he will be rescheduled upon written request.

**Examination and/or Employment Application (STD. 678) forms are available** at the State Personnel Board, local offices of the Employment Development Department, the Department of Mental Health, and accessible on the internet at [www.spb.ca.gov](http://www.spb.ca.gov).

**If you meet the requirements** stated on this bulletin, you may take this examination, which is competitive. Possession of the entrance requirements does not assure a place on the eligible list. Competitors who pass will be ranked according to their scores.

**The Department of Mental Health** reserves the right to revise the examination plan to better meet the needs of the service if the circumstances under which this examination was planned change. Such revision will be in accordance with civil service law and rules and all competitors will be notified.

**Examination Locations:** When a written test is part of the examination, it will be given in such places in California as the number of competitors and conditions warrant. Ordinarily oral interviews are scheduled in Sacramento. However, locations of interviews may be extended as conditions warrant.

**Eligible Lists:** Eligible lists established by competitive examination, regardless of date, must be used in the following order: 1) subdivisional promotional, 2) departmental promotional, 3) multidepartmental promotional, 4) servicewide promotional, 5) departmental open, 6) open. When there are two lists of the same kind, the older must be used first. Eligible lists will expire in one to four years unless otherwise stated on this bulletin.

**General Qualifications:** Competitors must possess essential personal qualifications including integrity, initiative, dependability, good judgment and ability to work cooperatively with others; and a state of health consistent with the ability to perform the assigned duties of the class. A medical examination may be required. In open examinations, investigation may be made of employment records and personal history and fingerprinting may be required.

**Veterans' Preference:** California law limits the granting of veterans preference credits to entrance examinations. Veterans, widows, widowers, and the spouse of a disabled veteran may qualify for veterans' preference credits in Open entrance examinations (15 points for disabled veteran; 10 points for other veterans). Applicable points will be added to the final score of all candidates who are successful in this examination, and who qualify for, and have requested these points. Due to changes in the law, which were effective January 1, 1996, CURRENT CIVIL SERVICE EMPLOYEES WHO HAVE ACHIEVED PERMANENT CIVIL SERVICE STATUS ARE NOT ELIGIBLE TO RECEIVE VETERANS' PREFERENCE CREDITS. Directions on how to apply for veterans' preference credits are on the Veterans' Preference Application Form (Form 1093) which is available from State Personnel Board Offices, written test proctors, and the Department of Veterans Affairs, P.O. Box 942895, Sacramento, CA 94295-0001.

**High School Equivalence:** Equivalence to completion of the 12th grade may be demonstrated in any one of the following ways; 1) passing the General Education Development (GED) Test; 2) completion of 12 semester units of college-level work; 3) certification from the State Department of Education, a local school board, or high school authorities that the competitor is considered to have education equivalent to graduation from high school; or 4) for clerical and accounting classes, substitution of business college work in place of high school on a year-for-year basis.

**Career Credits:** In open, nonpromotional examinations, career credits are granted to: 1) State employees with permanent civil service status, 2) full-time employees of the State who are exempt from State civil service pursuant to the provisions of Section 4 of Article VII of the California Constitution, and who meet all qualification requirements specified by the Board and have 12 consecutive months of service in an exempt position, and 3) individuals who have served one full year in, or are graduates of, the California Conservation Corps (eligibility shall expire 24 months after graduation from the California Conservation Corps). Three points are added to the final test score of those candidates who meet the above criteria, and who are successful in the examination. Such examinations cannot be for managerial positions described in Government Code 3513. Competitors not currently employed in State civil service who have mandatory reinstatement rights may also be eligible for career credits, but they must explain their civil service status in the appropriate section of the Examination and/or Employment Application (STD. 678) form. (Section 4 of Article VII of the California Constitution is posted at the State Personnel Board, 801 Capitol Mall, Sacramento.)

*TDD is Telecommunications Device for the Deaf and is reachable only from phones equipped with a TDD Device.*

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## DEPARTMENT OF MENTAL HEALTH

1600 9<sup>th</sup> Street, Room 121  
Sacramento, CA 95814

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From TDD Phones: 1-800-735-2929

From Voice Phones: 1-800-735-2922